

DIVERSITY COUNCIL
JESSIE PARKER BUILDING, 1ST FLOOR, KNUDSEN TRAINING ROOM
NOVEMBER 20, 2008
2:30 PM – 4:30 PM

Agenda Item	Notes
Members Present	<p>Nancy Berggren, Department of Administrative Services – Human Resources Enterprise (DAS-HRE) Preston Daniels, Employee and Family Resources, Chair Renee Hardman, Bankers Trust, Co-Chair Shirley Hicks, Iowa School for the Deaf, Retired Robin Jenkins, DAS-HRE Jim Larew, Governor's Office Miguel Moreno, Department of Transportation Alba Perez, Greater Des Moines Partnership Walter Reed, Jr., Department of Human Rights (DHR) Ralph Rosenberg, Iowa Civil Rights Commission (ICRC) Miriam Tyson, Iowa Department of Economic Development (IDED) Dinh VanLo, Tai Village, Inc. Ray Walton, Department of Administrative Services (DAS) Stephen Wooderson, Iowa Vocational Rehabilitation Services (IVRS)</p>
Members Absent	<p>Reginald Jackson, Wells Fargo Bank, N.A. Jonathan Thorup, Department of Public Safety</p>
Other Attendees	<p>Judy Akre, DAS-HRE G. Dean Austin, Department of Public Health Sherry Barnard, Deaf Action Center, Interpreter for Shirley Hicks Cyndi Chen, DHR, Commission on the Status of Iowans of Asian and Pacific Islander Heritage Susan Churchill, DAS-HRE, responsible for taking meeting minutes Beverly Couch, IDED Joe Ellis, DAS-HRE Renaldo Ellis, Concerned Citizen Jesus Estrada, DAS-HRE Syeta Glanton, Governor's Office Mary Ann Hills, DAS-HRE Tereasa Jefferson, Iowa Workforce Development Deanna Jones, Department of Human Services Steve Jones, Concerned Citizen Barbara Kroon, DAS-HRE Minnie Mallard, Department of Elder Affairs Barb McClannahan, IVRS Matt Oetker, Attorney General's Office Brenda Reilley, DAS-HRE Chris Robinson, Department of Natural Resources Donna Scarfe, Deaf Action Center, Interpreter for Shirley Hicks Deborah Svec-Carstens, Governor's Office, sitting in for Jim Larew Bill West, DAS-HRE Bryan Wood, Concerned Citizen <i>Others may have been present who did not sign in.</i></p>

<p>Agenda Items</p>	<ul style="list-style-type: none"> I. Opening Remarks – Preston Daniels. <ul style="list-style-type: none"> A. A group of employees provided materials to the Council regarding a hiring issue; Preston Daniels stated that because the Diversity Council is not an investigative body, he will give the materials to the Department of Administrative Services (DAS), which will look into the issue and report back to the Council. B. Preston Daniels welcomed Ray Walton, Interim Director of DAS, as a new member of the Diversity Council. (Mr. Walton replaced Mollie Anderson, former DAS Director, who left state government.) II. Review and Approval of Minutes of October 16, 2008 – Minutes approved with no corrections. III. New Business. <ul style="list-style-type: none"> A. Preston Daniels asked the Council to look at the summary, <i>Activities and Progress of the Diversity Council</i>; he then thanked the Council for its efforts thus far. B. At the December meeting, Russell Lovell from Drake University will discuss the NAACP report of September 13, 2007: <i>NAACP Recommendations on State Government Employment</i>. <ul style="list-style-type: none"> 1. Walter Reed suggested that the Council also invite Rev. Keith Ratliff from the NAACP to come to the December meeting. 2. Miriam Tyson stressed that she would like to see the Council focus more time on “action” and less time on “reports.” 3. Preston Daniels stated that the Council must focus on the larger scope, knowing that it cannot take on every issue. IV. Subcommittee Reports. <ul style="list-style-type: none"> A. Diversity Training – Stephen Wooderson stated that the Diversity Training for all state employees will begin in January 2009. B. Diversity Plans – Bill West spoke on behalf of the Subcommittee and provided data on the Diversity Plan Summaries submitted by state agencies as mandated by Governor Culver’s Executive Order Four. <ul style="list-style-type: none"> 1. Robin Jenkins stated that DAS wanted to learn what the departments are doing now with recruitment and diversity in order to get a baseline and some direction on how to proceed. 2. Ralph Rosenberg stated that the Council should come up with best practices. 3. Alba Perez said the Council should review the plans and make recommendations. 4. Preston Daniels decided that the Diversity Training Subcommittee should review the data with DAS, come up with recommendations, and present them to the entire Council. C. Referral System – Robin Jenkins stated that the Subcommittee needs to devise a process in which the resumes of strong candidates who are interviewed but not hired may be kept for possible job opportunities in other departments. D. Best Practices – Alba Perez stated that the Subcommittee had nothing to report at this time. E. Persons with Disabilities Subcommittee – Stephen Wooderson stated that the Subcommittee would have a report at the December meeting. F. Public Forum Subcommittee – Miriam Tyson stated that the Subcommittee is moving forward with having a public forum in the spring. V. Discussion on How to Increase Awareness of the Diversity Council – Due to time constraints, the Council will discuss this topic at the December meeting. VI. Establishment of Meeting Schedule for 2009. <ul style="list-style-type: none"> A. Shirley Hicks requested meeting on the second Thursday of each month – as opposed to the third Thursday – in 2009. B. The Council agreed. VII. Discussion of the Direction of the Council for 2009. <ul style="list-style-type: none"> A. Preston Daniels asked each Council Member to come to the next meeting with a list of his or her top three priorities – items that are critical to the Council’s success in 2009.
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	<p>B. Alba Perez stated that she would like the Council to have a broader vision and include any recommendations or ideas that are not strictly required in Executive Order Four as an attachment to the Council's annual report in June.</p> <p>C. Walter Reed would like to share the progress of the Council with the Legislature by hosting an event.</p> <p>VIII. Public Comment.</p> <p>A. Cyndi Chen, DHR, Commission on the Status of Iowans of Asian and Pacific Islander Heritage, suggested that due to a potential state hiring freeze, the Council should focus on retention.</p> <p>B. Chris Robinson, DNR, had three questions for the Council:</p> <ol style="list-style-type: none"> 1. What information will be provided during the Public Forum? Answer from Miriam Tyson: a discussion on why the Council was formed, what the Council has accomplished, and what the Council hopes to accomplish. 2. Will the public forum be available for all state employees who want to vent? Answer from Miriam Tyson: since the Council is not an investigative body, specific grievances must be sent to DAS. 3. How are departments measuring their success with recruitment? Answer from Preston Daniels: this is the first year that departments had to provide information on recruitment; now it is time to look at best practices. <p>C. Beverly Couch, IDED, had two statements.</p> <ol style="list-style-type: none"> 1. Ms. Couch had a question regarding the minutes and Professor Lovell's presentation before the Council that Preston Daniels addressed. 2. Can the Council use a microphone system when it has guest speakers? Answer from Stephen Wooderson: yes.
Items for Next Meeting	<p>I. New Business</p> <p>II. Discussion by Russell Lovell, Drake University, on the NAACP Report of September 13, 2007: <i>NAACP Recommendations on State Government Employment</i></p> <p>III. Subcommittee Reports</p> <p>IV. Discussion on How to Increase Awareness of the Diversity Council</p> <p>V. Discussion on the Direction of the Council for 2009</p> <p>VI. Public Comment</p>
Next Meeting	<p>The next meeting will be held on Thursday, December 18, 2008, from 2:30 p.m. – 4:30 p.m. <i>in the Knudsen Training Room on the first floor of the Jessie Parker Building, 510 East 12th Street, Des Moines, IA.</i></p>
Adjourned	<p>Meeting adjourned at 4:36 p.m.</p>